

ING Fixed Plus Account

The ING Fixed Plus Account is available through an annuity contract issued by ING Life Insurance and Annuity Company (ILIAC). The ING Fixed Plus Account is an obligation of ILIAC's general account which supports all of the company's insurance and annuity commitments. The interest rate guarantees under the contract are subject to ILIAC's claims-paying ability.

Asset Class: **Stability of Principal**

Important Information

This information should be read in conjunction with the disclosure document. Read carefully before investing.

Objective

Stability of principal is the primary objective of this investment option. The ING Fixed Plus Account guarantees minimum rates of interest and may credit interest that exceeds the minimum guaranteed rate. The current rate is subject to change at any time, but will never fall below the guaranteed minimum. Daily credited interest becomes part of principal and the investment increases through compound interest. All funds invested by your plan in the ING Fixed Plus Account receive the same credited rate. This is known as a portfolio method of interest rate crediting.

Key Features

The ING Fixed Plus Account is intended to be a long-term investment for participants seeking stability of principal. The assets supporting it are invested by ILIAC with this goal in mind. Therefore, ILIAC may impose limitations on the ability to move funds out of this investment option. These limitations have enabled ILIAC to provide stable credited interest rates, which historically have not varied significantly from month to month despite the general market's volatility in new money interest rates. Transfers and partial withdrawals from the ING Fixed Plus Account are generally limited to 20 percent of your ING Fixed Plus Account balance per year. Full withdrawals from the ING Fixed Plus Account may be made for death, certain retirement income payments, and small account balances. Full withdrawals from the ING Fixed Plus Account for other reasons are limited and generally must be made in five-installment payments over five years. Depending on the terms of your contract, other waivers to the withdrawal limitations may also apply. All withdrawals are subject to Internal Revenue Code restrictions.

Interest Rate Structure

The ING Fixed Plus Account guarantees principal and a minimum guaranteed interest rate for the life of the contract, as well as featuring two declared interest rates: a current rate, determined at least monthly, and a guaranteed minimum floor rate declared for a defined period - currently one calendar year. The guaranteed minimum floor rate may change after the defined period, but it will never be lower than the minimum guaranteed rate. The current rate, the guaranteed minimum floor rate and the minimum guaranteed interest rate are expressed as annual effective yields. Taking the effect of compounding into account, the interest credited to your account daily yields the then current credited rate.

Beginning with the tenth anniversary of the effective date of a participant's account, ING Fixed Plus Account balances are credited with an interest rate at least 0.25 percent higher than the then-declared interest rate for the participant's account before the tenth anniversary.



This page is intentionally left blank.